



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Joanne Sturges, Executive Officer
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Affirmative Action Compliance Officer
Chief Administrative Officer
County Counsel
Director of Personnel

At its meeting held May 21, 1996, the Board took the following action:

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Supervisor Molina made the following statement:

"The County's Affirmative Action Compliance Officer recently reported that the County paid \$1.7 million in discrimination cases in 1995, of which more than 50 percent, \$945,000, were sexual harassment cases.

"In 1994, this Board adopted an aggressive policy on sexual harassment detailing a specific process for handling these cases. A central component of this plan is the training of all County managers and supervisors to ensure that the County's policy is implemented consistently. Unfortunately, it has come to my attention that there have been several incidents where County policy was not followed.

"The County's policy on sexual harassment provides guidelines for the appropriate disciplining of County employees found to have sexually harassed a fellow co-worker. In addition, the policy outlines the appropriate discipline of County managers and supervisors who fail to follow the County's policy and procedures. In order to ensure the proper treatment of sexual harassment cases, managers and supervisors must be held accountable when they do not follow the County's policy. In addition, Department Heads must be evaluated for their effectiveness in ensuring the appropriate training of their work force on sexual harassment procedures."

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Syn. 8 (Continued)

Therefore, on motion of Supervisor Molina, seconded by Supervisor Antonovich, unanimously carried, the Board took the following actions:

- a. Instructed the Affirmative Action Compliance Officer, Director of Personnel and County Counsel to prepare a statement to be signed by all County managers and supervisors, acknowledging that they understand the County's policy on sexual harassment and will adhere to it when appropriate;
- b. Instructed the Affirmative Action Compliance Officer to work with the Director of Personnel in the development and implementation of a strategy that will ensure proper training of all County managers and supervisors on the County's policy on sexual harassment; and
- c. Instructed the Chief Administrative Officer to work with the Affirmative Action Compliance Officer to include the effective implementation of the County's policy on sexual harassment as a component to each Department Head's performance evaluation.

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